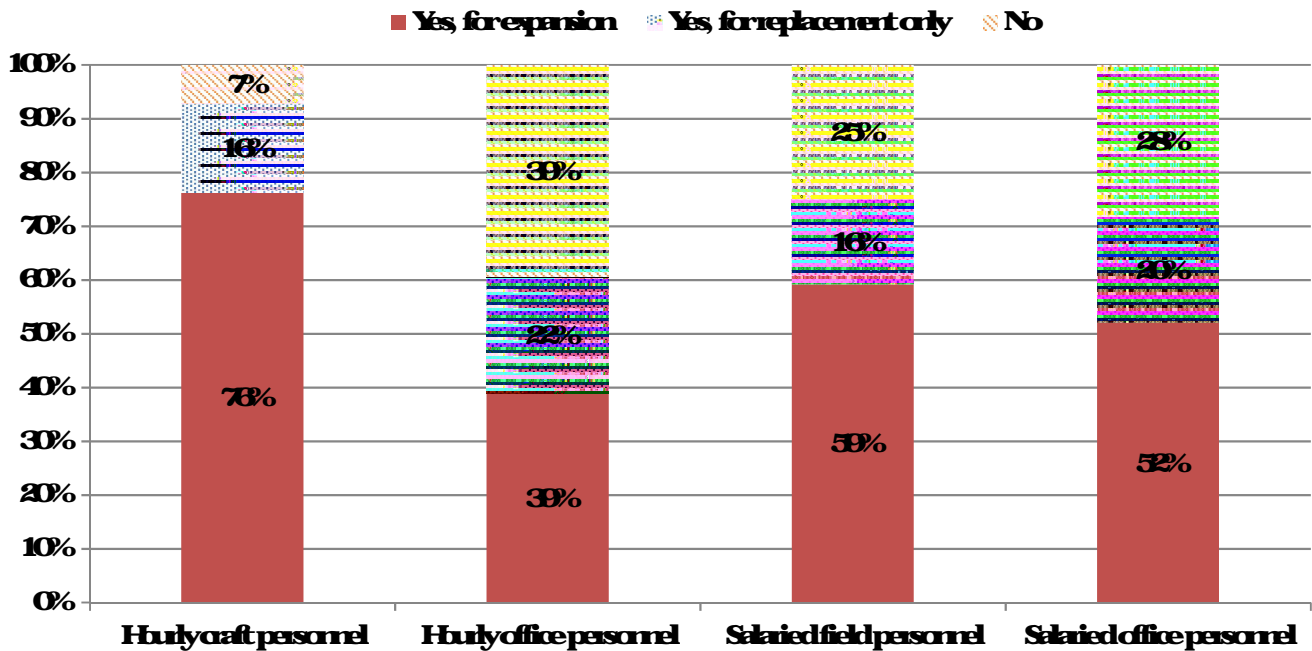
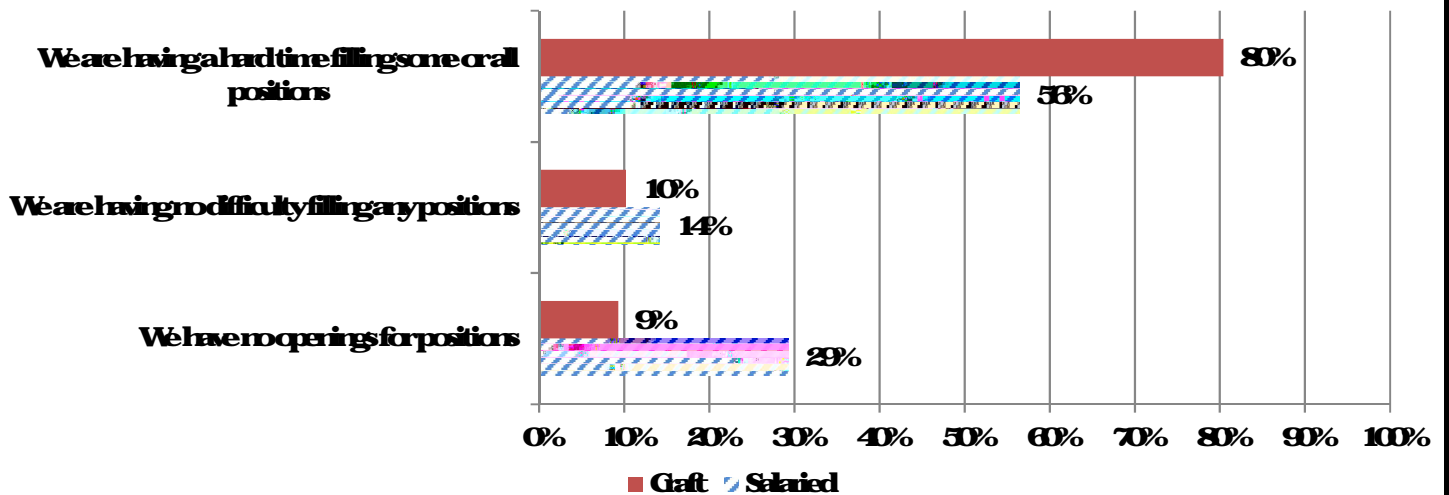


## 2018 Workforce Survey Results National Results

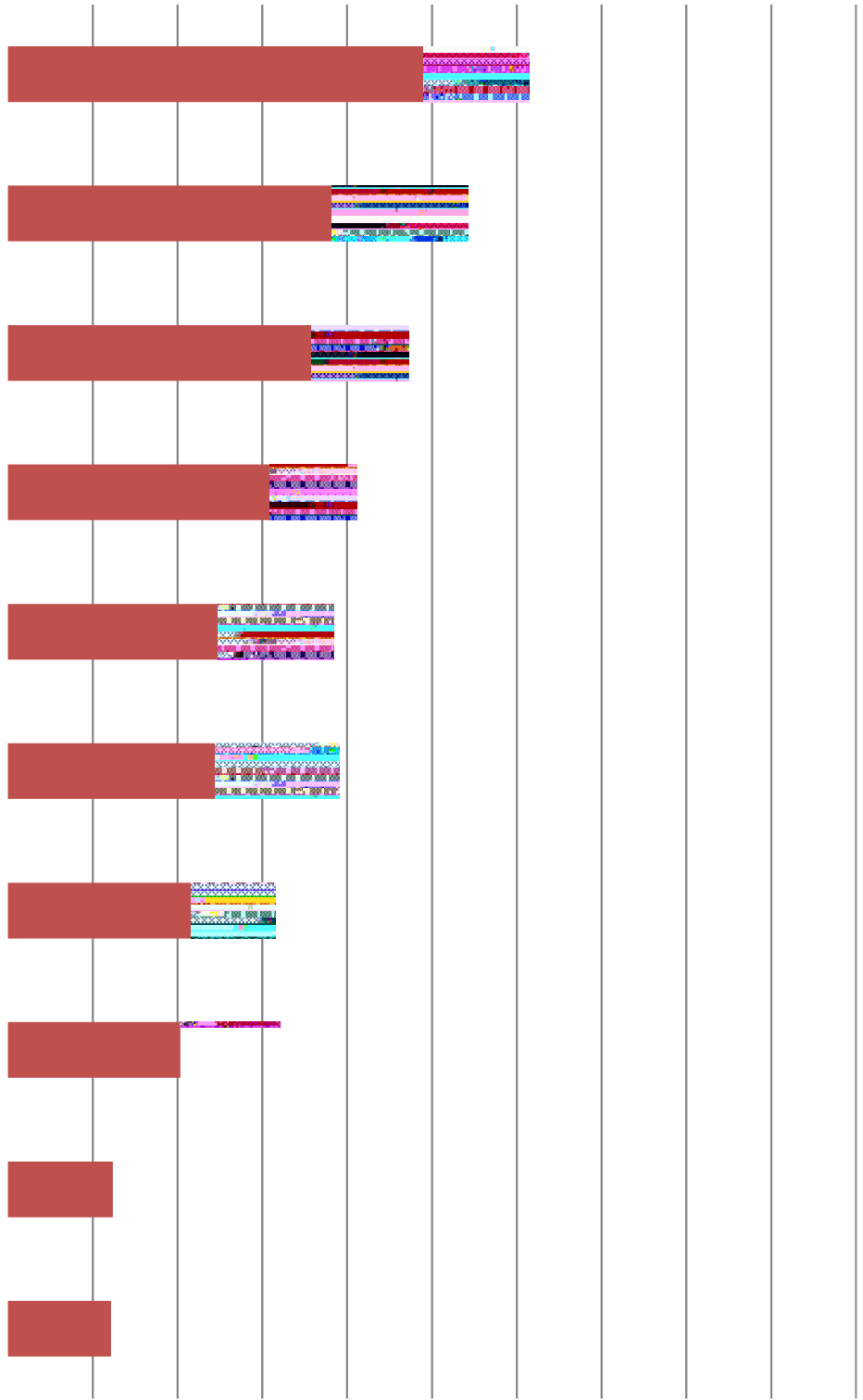
### 1. In the next 12 months, do you expect your firm will hire additional or replacement:



### 2. How would you describe your current situation in filling salaried and hourly craft positions?



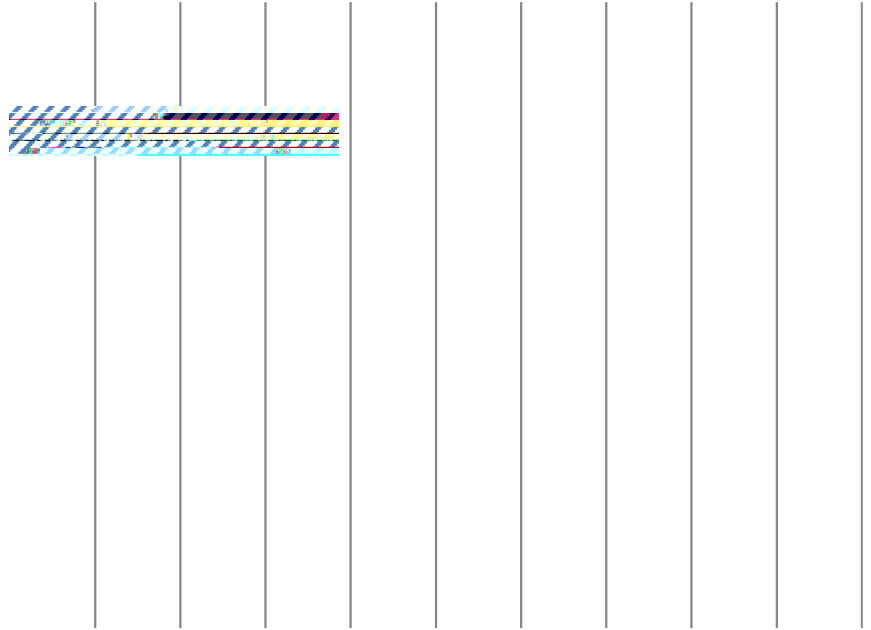
**3. What has been your firm's experience this year in filling the following types of salaried positions?**





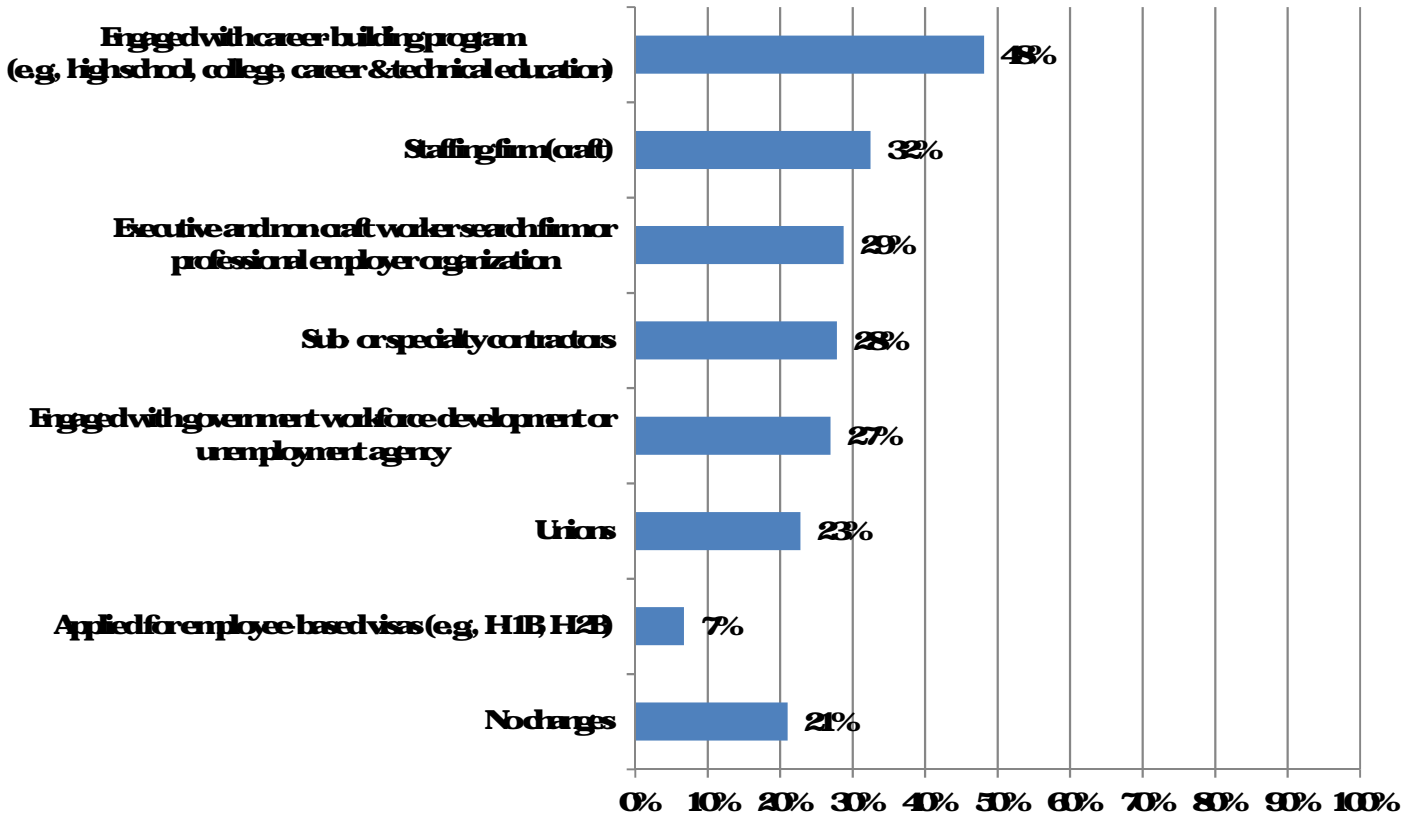


**7. Is your firm losing hourly craft or salaried personnel to other employees? (Totals may add to more than 100% as respondents could mark more than one answer.)**

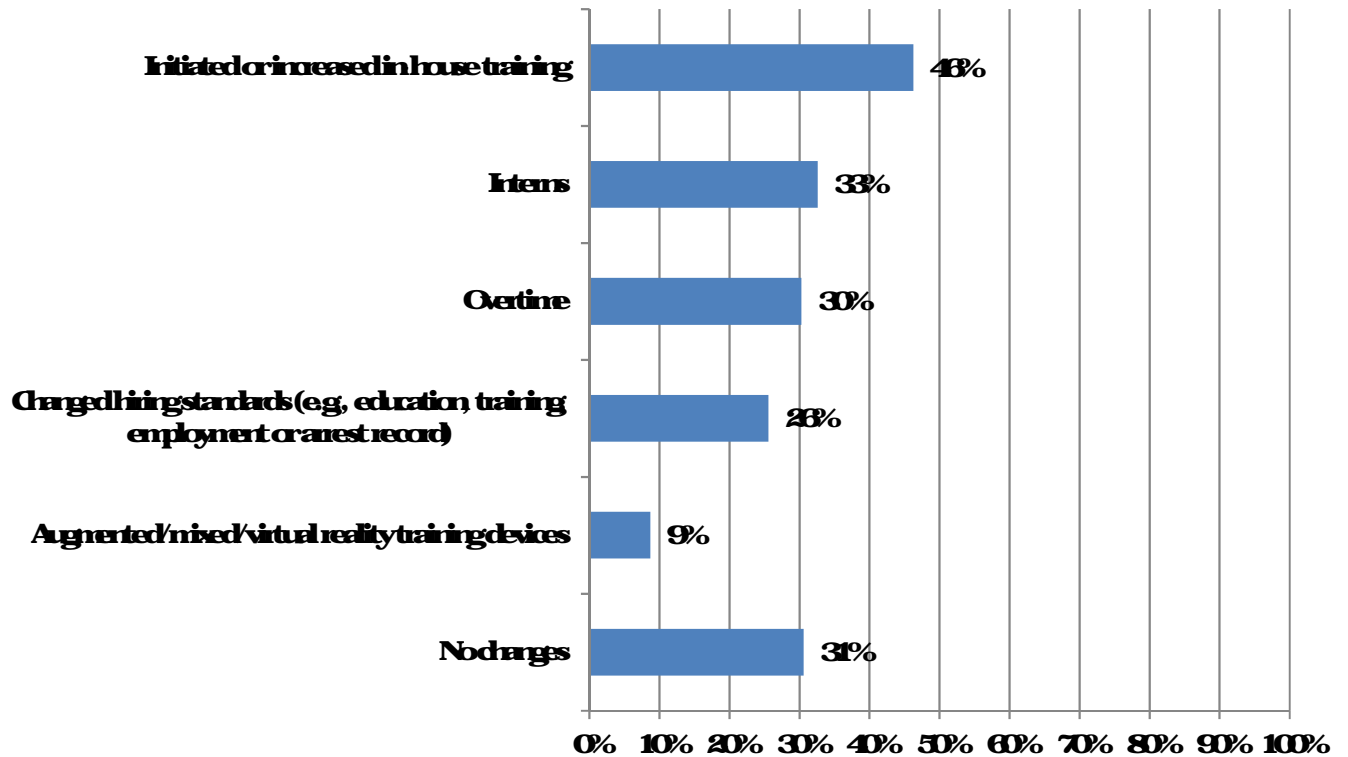


**8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100% as respondents could mark more than one answer.)**

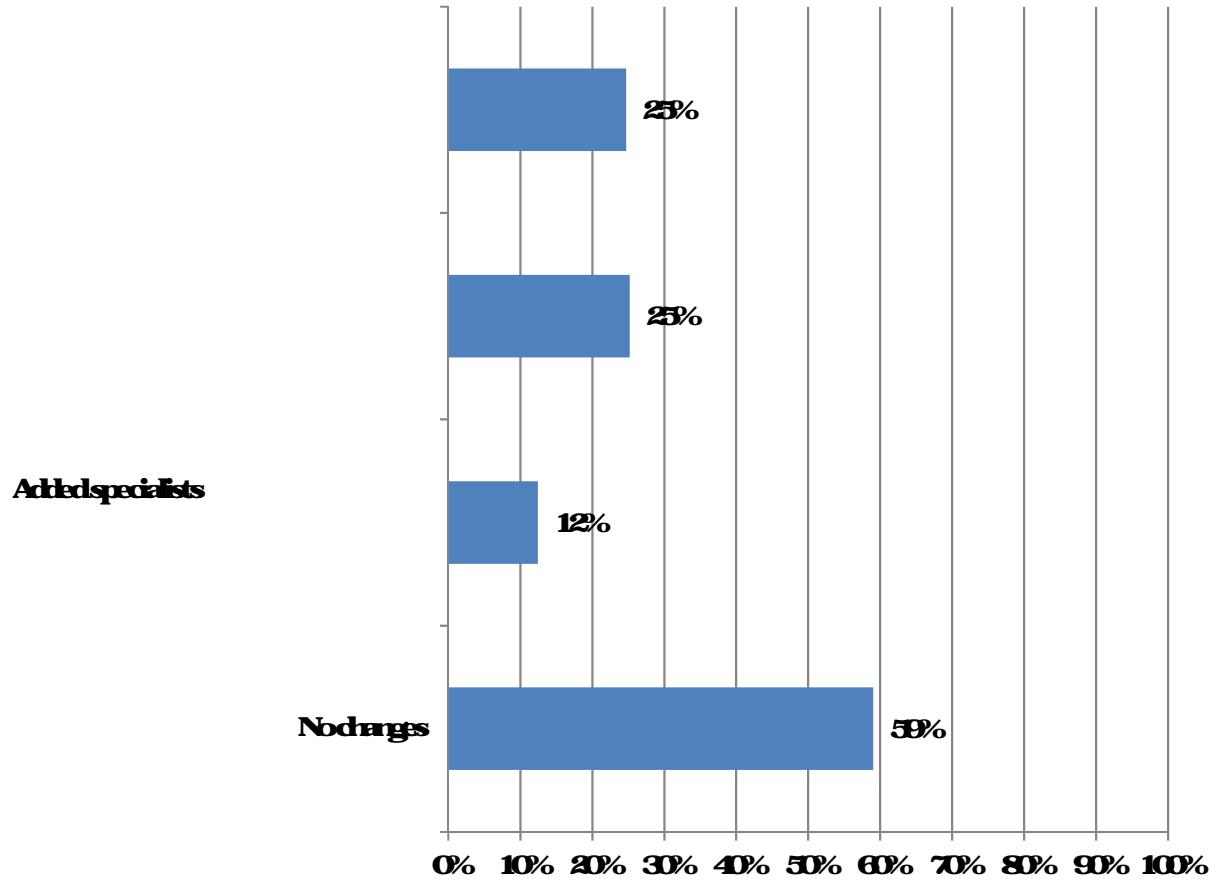
**9. Has your firm made or increased use of the following to provide workers in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)**



**10. Has your firm made changes in hiring training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)**



**11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100% as respondents could make more than one answer.)**



**12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100% as respondents could make more than one answer.)**

**13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100% as respondents could make more than one answer.)**





